

## **Summary - Northern Labour Market Committee (NLMC) meeting**

**March 12 – 13, 2008 in Prince Albert, Saskatchewan**

### **Mandate**

*Identify and assess emerging labour market and economic development issues in northern Saskatchewan and recommend or initiate actions that will enable residents to benefit from training, employment, and economic activities in their region.*

### **Chaired jointly in 2008-2009 by**

1. Northern Affairs Division, Ministry of First Nations and Métis Relations, for the provincial government;
2. Athabasca Economic Development and Training Corporation representing Aboriginal training and economic development agencies; and
3. Northlands College, Western Region, representing training agencies/industry.

### **Attended by**

Decision-makers in training, planning, and economic development including representatives from federal and provincial governments, school divisions, training institutions, training funders, economic development agencies, local and Aboriginal authorities, and private industry.

## **Agenda**

### **1. Education, Training, and Employment Initiatives**

- Last spring, the Saskatchewan Labour Market Commission (SLMC) was established by way of Provincial Legislation, replacing the Saskatchewan Labour Force Development Board. SLMC's objectives are to research, analyze and provide advice on provincial, regional and sectoral labour market issues, trends and strategies to the Minister of Advanced Education, Employment and Labour. The Board has 19 members from labour, business, training systems, government, social economy, and two seats at the discretion of the Minister. The Board will establish linkages to Advisory Councils that will analyze labour market issues, define labour market priorities and barriers, and recommend "evidence-based" solutions to SLMC. SLMC will hire the CEO and staff this month to begin to implement the 2008-2009 business plan. SLMC will continue to deliver existing programs of the former board including Workplace Essential Skills Tool Kit and Training for Excellence Awards. SLMC will work through existing agencies to communicate the opportunities for becoming Advisory Councils. NLMC is requesting a seat on the board and is recommending an Aboriginal advisory council.
- Funding approval for the Northern Career Quest will be formally announced on March 14 under the federal Aboriginal Skills and Employment Partnership (ASEP) Program. Northern Apprenticeship Committee (NAC) worked with Advanced Education, Employment and Labour, Cameco, Meadow Lake Tribal Council, Northlands College, and other agencies to develop the proposal. To get the project operational, NAC established a new administration Board, a CEO is being recruited, and a training subcommittee and employment subcommittee are preparing plans. Under this Partnership, the Governments of Canada and Saskatchewan and other stakeholders, including Aboriginal and industry partners, will provide about \$33 million to help approximately 1,500 Aboriginal people gain the skills and experience they need for long-term jobs in the resource sector, including mining, oil sands recovery, mineral

exploration, and oil and gas exploration. The main thrust of training will start in the autumn. The project includes career assessment, training in trades, technical and service sectors, employment, and training and wage supports.

- Saskatchewan Indian Institute of Technologies (SIIT) is offering a heavy equipment operator program in La Ronge starting in March. Its partners, Northlands College and Lac La Ronge Indian Band, will provide training on the simulator and on heavy equipment. Applicants require Grade 10 and a Driver's License. SIIT is currently recruiting staff for a new career centre in Yorkton in April and is in discussions with the province to establish a career centre in either Meadow Lake or North Battleford that would work in partnership with the Northern Career Quest to link trainees to employment. For 2008-9, SIIT proposes programs in First Nations child care, home care, addictions I, Adult 10 and 12 in La Ronge, and Pre-12 in Nemeiben River. In Prince Albert, programs include information technology I, management I and II, and Adult 10. In Meadow Lake, programs include the process operator training program.
- The First Nations University of Canada offers certificate, diploma, and university degree programs and services on three campuses: Prince Albert (Northern Campus), Regina, and Saskatoon, to First Nations, Aboriginal, and non-Aboriginal students. The Northern Campus has 640 students enrolled on- and off-campus. Programs include certificates in administration, tourism and gaming, and Indian communications; diplomas in administration, justice, and health; and degree programs in education and Indian social work. Its health sciences unit delivers diploma in dental therapy, the nursing degree program, and a health sciences ACCESS program. The ACCESS program provides students with the prerequisites and career awareness to enter health-related training programs. The Campus has delivered the 4-year nursing degree program for 4 years. In autumn 2007, about 80% of enrolments into the Northern Campus's nursing program were First Nations and northern people.
- Gabriel Dumont Institute Training and Employment (GDITE), a new arm of the Institute, was implemented last year to administer training funding for Métis people in post-secondary training. GDITE services include training funding, allowances, wage subsidies, summer work experience, and career counselling.
- Meadow Lake Tribal Council (MLTC) plans to deliver a career readiness program for the oil and gas sector. Last year, the federal and provincial governments provided funding to the MLTC Oil and Gas Secretariat to equip people in northwest Saskatchewan to investigate business opportunities and find employment in Saskatchewan's booming oil and gas industries. The Secretariat will work with Northern Career Quest to link students to employment in the oil and gas sector. As well, MLTC has been approved to deliver a third drill helper program which will be delivered to 15 students in autumn 2008.
- Woodland Cree Enterprises, which works with communities of the Lac La Ronge Indian Band, Peter Ballantyne Cree Nation, and Montreal Lake Cree Nation, is identifying training needs for 2008-9. Deschambault and the northeast have planned training in developmental studies 2, heavy equipment operator simulator, carpentry, and pre-trades upgrading. Woodland Cree Ent. will focus on job readiness training, developmental studies, and life skills.
- Canada Summer Jobs is an annual program of the federal government to provide funding for not-for-profit organizations, public-sector employers, and small businesses with 50 or fewer

employees to create summer job opportunities for students between the ages of 15 and 30. The northern region will see about 120 jobs supported through this program. Service Canada is organizing engagement sessions with stakeholders (governments, industry, training, and third-party agencies) to talk about solutions to human resources issues in the labour market. Aboriginal Human Resource Development Agreements (AHRDAs) between the federal government and Aboriginal agencies expire March 31, 2009. These agreements enable Aboriginal organizations to develop, administer, and implement labour market, youth, and child care programs that are designed to address the local and regional needs of Aboriginal people. There will be a call for proposals this autumn.

- Ministry of Corrections, Public Safety and Policing (CPSP), which works with offenders in custody for less than 2 years in provincial systems, has established a new initiative - the Offender Employment Strategy - with Social Services, Advanced Education, Employment and Labour, and training agencies. The Strategy aims to link people in custody to employment before they are released in order to assist in their transition to the work force, give them job skills, and lower the re-offending rates. The Offender Employment initiative is being implemented in Regina, Saskatoon, and Prince Albert. Working committees in each of these communities are delivering programs with real jobs and real wages.

## **2. Subcommittees' Training and Employment Work Plans**

- The Mineral Sector Steering Committee is offering three technical programs under the Multi-Party Training Plan for 2008-2009: geological technician, mine engineering technologist (2 years), and radiation technician. There is high demand at the mines for these skills. Technical programs have north-wide enrolment although the program is delivered in La Ronge in order to utilize the lab.
- The Northern Apprenticeship Committee's (NAC) role is to indenture people to apprenticeship trades, support them as they proceed through their training, and link them to employment. NAC has indentured 64 new apprentices since January. NAC recently changed its executive membership and is recruiting to refill the Project Manager position. NAC, on behalf of its partners, submitted the Northern Career Quest proposal to the federal government for funding under ASEP.
- The Job Horizons 2 Subcommittee was formed to administer the Job Horizons 2 project until 2009, funded by the Northern Development Agreement. The project continues the work of the previous Oilsands Subcommittee to undertake employment referral to the oil and gas sectors in Saskatchewan and Alberta. The committee has filled 5 staff positions: the Project Manager is located in Ile a la Crosse and 4 employment referral workers are located in Cumberland House, La Loche, and Meadow Lake (2).
- The Health Sector Training Committee is developing a partnership strategy to meet the skill needs of the northern health sector, inclusive of First Nations and provincial health districts. The Subcommittee will use a research report on the health labour force to develop a long-term training plan and funding partnership. The group plans to request funding for the 2009-2010 fiscal year from Ministry of Health, Advanced Education, Employment and Labour, and Health Canada.
- Athabasca Economic Development and Training Corp. (AEDTC) was the recipient of the inaugural Skookum Jim award for its for-profit company, the Athabasca Basin Development

Corporation (ABDC). The Prospectors and Developers Association of Canada (PDAC) awarded it to the company for Aboriginal excellence and achievement in support of the Canadian mineral industry. Seven Athabasca communities own ABDC. It currently is focused on providing construction and operational services to the mining and exploration sector and government, including security and janitorial; winter road maintenance; freight and transportation; camp construction; line cutting; and underground mining services. The company employs approximately 600 people. One of its joint ventures, Points Athabasca Construction, recently won the contract to construct the new road to the community of Wollaston Lake. The company is working to increase job readiness as a way to maximize employment opportunities for people of the Athabasca region.

- The two-year Northern Youth Leadership program under New North (the association of northern municipalities), coordinates the Junior Mayor and Council project in northern Saskatchewan. Youth town councils have been established in Buffalo Narrows, Sandy Bay, La Loche, Pinehouse, and Cumberland House. As well, Ile a la Crosse and La Ronge councils have been formed with existing youth agencies. A council for Stony Rapids is planned. The Pinehouse Youth Council reported that their action plan is to learn their roles, listen to youth, participate in forums, and hold youth public meetings. They are undertaking fund raising activities.
- The Education and Training Subcommittee will consider holding a strategic planning session with a small group of decision-makers to look at options for closer integration and mobilization of education systems to address transitions to employment. If the session proceeds, a facilitator would be hired to lead a 1.5 day session focusing on specific best practices and key areas in which to aid students' transitions to employment.

### **3. Industrial Sectors' Initiatives**

- At the Cluff Lake and McClean Lake mines, AREVA and its contractors employ 489 workers of whom 234 are Residents of Saskatchewan's North. In total, 82% of AREVA's northerners are Aboriginal and 92% of contractors' northerners are Aboriginal. McClean Lake has 10 apprentices in training as well as 6 trainees in power engineering. This year, AREVA will have awarded \$1M in scholarships since it began its program. AREVA increased the number and the value of scholarships to 10 university scholarships of \$5,000 and 5 technical scholarships of \$4000. AREVA and Cameco will hold the annual Northern Energy Tour in April and May. AREVA donated \$20,000 to the Ile a la Crosse school and \$10,000 to Sandy Bay Community Centre.
- The Ministry of Energy and Resources reported that Saskatchewan's 28 mining operations had an estimated production value of \$4.6B in 2007. Saskatchewan has gold, uranium, potash, coal, clay, salt, and silica sand mines in operation. Over the past 5 years, exploration spending increased by tenfold, mostly in uranium, diamonds, and potash. The Ministry projects that for 2008, a record \$337M will be spent in exploration. The Athabasca basin is the premier uranium exploration area in the world and currently produces 25% of world production from the world's highest grade ore bodies. About 40 different companies are exploring in the Athabasca basin. A number of uranium deposits are in various stages of development and several are in advanced stages of exploration. In gold, one mine is in operation and another could be in operation near Uranium City next year. Advanced gold exploration continues just north of La Ronge. Saskatchewan produces about 30% of world production of potash from 8 conventional mines and 2 solution mines. At current production

rates, the mines have an estimated 400 to 600 years resource. The mines plan to increase production by 20% by 2010 at a cost of \$3.5B. Shore Gold is involved in advanced exploration at two diamond properties northeast of Prince Albert. At the Star property, the company completed \$60M in exploration and is now undertaking a pre-feasibility study. Great West Minerals is continuing exploration and starting a pre-feasibility study for its rare earth minerals project at Hoidas Lake near Uranium City.

- GLR began its Public Environmental Consultation for the Goldfields project near Uranium City. Once GLR has all its necessary approvals in place, including a surface lease for its operation, it will begin construction of the mill building. Mill equipment will be shipped in over the summer and installed during the winter. GLR purchased and renovated the government building in Uranium City to become the camp facility for shift workers. GLR will have 80 workers at full production and plans to link with northern employment referral agencies and training agencies for recruitment.
- Oilsands Quest is winding down its winter exploration activity at the 2 camps north of La Loche and plans to recommence activities in July or August. The company had 365 workers employed of whom 144 (40%) were First Nations and 110 (30%) were Métis workers. The focus of recruitment was in the northwest from Meadow Lake to La Loche. Workers are flown in for a shift of 2 weeks on/1 week off. The company plans to offer summer student jobs again. The company plans to hold annual community consultation meetings in July and will undertake a Field Pilot Production program starting summer 2008 to 2009.

#### **4. Discussion items**

- Participants discussed the Duty to Consult in exploration. When Ministry of Environment issues any permit or lease for work that would involve surface disturbance and could potentially affect Treaty or Aboriginal rights, the government has a legal requirement to consult with First Nation and Métis communities. While it is government's responsibility to carry out the consultation, industry contacts the communities on their own, or under the advisement of Environment. Generally, the more in-depth the exploration project, the more in-depth the community consultations. The Saskatchewan Mineral Exploration Government Advisory Committee (SMEGAC) developed a document for exploration companies who are new to working in the province to inform them of Best Practice for Community Engagement that includes interacting with communities early on in the evolution of an exploration project and identification of employment and business opportunities related to the exploration project. The province is hosting an invitational roundtable conference on May 12 and 13 in Saskatoon with a focus to find common ground that will provide the framework for developing options for a new *Duty to Consult and Accommodate* policy. It will involve invited First Nations, Métis, industry, and other key interest groups.

## 5. Participants and Interested Parties

Agency	Community	Agency	Community
ABORIGINAL SKILLED WORKERS ASSOCIATION	SPRUCE HOME SK	MINISTRY OF HIGHWAYS AND INFRASTRUCTURE	LA RONGE, PRINCE ALBERT
AREVA RESOURCES CANADA INC.	LA RONGE SK	MINISTRY OF PUBLIC SERVICE COMMISSION	PRINCE ALBERT SK
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	WOLLASTON LAKE SK	MINISTRY OF SOCIAL SERVICES	LA RONGE, MEADOW LAKE, PRINCE ALBERT
ATHABASCA HEALTH AUTHORITY	BLACK LAKE SK	NATURAL RESOURCES CANADA, CAN. FOREST SERV	PRINCE ALBERT SK
AURORA COMMUNICATIONS	AIR RONGE SK	NEW NORTH - SANC SERVICES INC.	LA RONGE SK
BEAVER RIVER COMMUNITY FUTURES CORPORATION	BUFFALO NARROWS SK	NORTEP/NORPAC	LA RONGE SK
BOREAL REGIONAL DEVELOPMENT CORP.	LA RONGE SK	NORTHEAST DEVELOPMENT CORPORATION	DESCHAMBAULT LAKE SK
BUFFALO NARROWS ECONOMIC DEVEL CORP	BUFFALO NARROWS SK	NORTHERN APPRENTICESHIP COMMITTEE NAC	LA RONGE SK
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	BUFFALO NARROWS SK	NORTHERN DEVELOPMENT BOARD CORP.	AIR RONGE SK
CAMECO CORPORATION	LA RONGE SK, Saskatoon	NORTHERN HEALTH STRATEGY	PRINCE ALBERT SK
CENTRAL CREE ECONOMIC DEVELOPMENT CORP.	WEYAKWIN SK	NORTHERN HUMAN SERVICES PARTNERSHIP NHSP	LA RONGE SK
CLAUDE RESOURCES INC.	SASKATOON SK	NORTHERN LIGHTS SCHOOL DIVISION	LA RONGE, SANDY BAY
CREIGHTON REGIONAL DEVELOPMENT CORP.	CREIGHTON SK	NORTHERN MINES MONITORING SECRETARIAT	LA RONGE SK
CREIGHTON SCHOOL DIVISION #111	CREIGHTON SK	NORTHERN RESOURCE TRUCKING	SASKATOON SK
CROWN INVESTMENTS CORPORATION OF SASK.	SASKATOON SK	NORTHERN SASK TOURISM INC.	LA RONGE SK
DUMONT TECHNICAL INSTITUTE	SASKATOON SK		BUFFALO NARROWS , CREIGHTON, LA RONGE
FIRST NATIONS UNIVERSITY OF CANADA	PRINCE ALBERT SK	NORTHLANDS COLLEGE	
GABRIEL DUMONT INSTITUTE TRAINING & EMPLOY	PRINCE ALBERT, SASKATOON	OIL SANDS SUBCOMMITTEE	LA LOCHE SK
GARY TINKER FEDERATION FOR THE DISABLED	LA RONGE SK	OILSANDS QUEST INC.	ALBERTA
GLR RESOURCES INC.	REGINA SK	PETER BALLANTYNE CREE NATION	PRINCE ALBERT SK
GOLDEN BAND RESOURCES INC.	SASKATOON SK	PINEHOUSE BUSINESS NORTH CORP.	PINEHOUSE LAKE SK
ILE A LA CROSSE SCHOOL DIVISION	ILE A LA CROSSE SK	PRINCE ALBERT GRAND COUNCIL	PRINCE ALBERT SK
INDIAN AND NORTHERN AFFAIRS CANADA	REGINA SK	SAKITAWAK DEVELOPMENT CORPORATION	ILE A LA CROSSE SK
KEEWATIN CAREER DEVELOPMENT CORP.	AIR RONGE SK	SASK. APPRENTICESHIP & TRADE COMMISSION	PRINCE ALBERT, REGINA
KEEWATIN YATHE HEALTH DISTRICT	BUFFALO NARROWS SK	SASK. BUILDING/CONSTRUCTION TRADES COUNCIL	REGINA SK
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	LA RONGE SK		LA RONGE, PRINCE ALBERT, SASKATOON
LA RONGE CHAMBER OF COMMERCE	LA RONGE SK	SASK. INDIAN INSTITUTE OF TECHNOLOGIES	
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	LA RONGE SK	SASKATCHEWAN COMMERCIAL FISHERIES LTD.	LA RONGE SK
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	LA RONGE SK	SASKATCHEWAN CONSTRUCTION ASSOCIATION	REGINA SK
MEADOW LAKE MECHANICAL PULP INC.	MEADOW LAKE SK	SASKATCHEWAN FOREST CENTRE	PRINCE ALBERT SK
MEADOW LAKE OSB LIMITED PARTNERSHIP	MEADOW LAKE SK	SASKATCHEWAN LABOUR MARKET COMMISSION	REGINA SK
MEADOW LAKE TRIBAL COUNCIL	MEADOW LAKE SK	SASKATCHEWAN MINING ASSOCIATION	REGINA SK
METIS NATION OF SASKATCHEWAN	BUFFALO NARROWS SK	SASKPOWER CORPORATION	PRINCE ALBERT, REGINA
	CUMBERLAND HOUSE, ILE A LA CROSSE, LARONGE	SASKTEL, ABORIGINAL UNIT	SASKATOON SK
METIS NATION OF SASKATCHEWAN	LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, REGINA		LA RONGE, NORTH BATTLEFORD, PRINCE ALBERT, SASKATOON
MINISTRY ADVANCED ED, EMPLOYMENT & LABOUR		SERVICE CANADA	
MINISTRY CORRECTIONS, PUBLIC SAFETY, POLIC	REGINA SK	SHORE GOLD INC.	SASKATOON SK
MINISTRY FIRST NATIONS AND METIS RELATIONS	BUFFALO NARROWS, LA RONGE, REGINA	SIAS, KELSEY CAMPUS	SASKATOON SK
MINISTRY OF EDUCATION	LA RONGE SK	SIAS, PALLISER CAMPUS	MOOSE JAW SK
MINISTRY OF ENERGY AND RESOURCES	REGINA SK	SIAS, WOODLAND CAMPUS	PRINCE ALBERT SK
MINISTRY OF ENVIRONMENT	REGINA SK	SKILLS CANADA SASKATCHEWAN	SASKATOON SK
MINISTRY OF ENVIRONMENT- FOREST SERVICES	PRINCE ALBERT SK	TOURISM SASKATCHEWAN- STEC	REGINA SK
MINISTRY OF HEALTH	LA RONGE SK	WESTERN ECONOMIC DIVERSIFICATION CANADA	SASKATOON SK
		WOODLAND AND WATERWAYS REGIONAL DEV. CORP.	LA RONGE SK
		WOODLAND CREE ENTERPRISES INC.	AIR RONGE SK
		ZELENSKY BROTHERS SAWMILL	LA RONGE SK

